JS 44 (Rev 06/17)

CIVIL COVER SHEET

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The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the ...

purpose of initiating the civil do	ocket sheet (SEF INSTRUCT	TIONS ON NEXT PAGE OF T	THIS FORM)	4.0				
I. (a) PLAINTIFFS			DEFENDANTS	19	5354			
Raiza Williams			Kutztown Universit	Kutztown University and John Nadolski				
(c) Attorneys (Firm Name A Kevin I Lovitz, Esquire Lovitz Law Firm 1650 Market St., 36th Fir	(CEPT IN U.S. PLAINTIL ICA Address, and Telephone Number	\mathcal{M}	County of Residence of First Listed Defendant Berks County (IN U.S. PLAINTIFF CASES ONLY, NOTE. IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED Attorneys /If Known;					
II. BASIS OF JURISDI	CTION (Place an "X" in O	ne Box (Inly)		RINCIPAL PARTIES	(Place an "X" in One Box for Plaintiff			
T 1 US Government Plaintiff	Federal Question (U.S. Government)	Not a Party)	Citizen of This State	of Business In T	his State			
Defendant	1 4 Diversity (Indicate Citizenshi	p of Parties in Item III)	Citizen of Another State 3	2 D 2 Incorporated and P of Business In A				
Citizen or Subject of a								
IV. NATURE OF SUIT			FORFEITURE/PENALTY	Click here for Nature of BANKRUPTCY	of Suit Code Descriptions OTHER STATUTES			
☐ 110 Insurance ☐ 120 Marine ☐ 130 Miller Act ☐ 140 Negonable Instrument ☐ 150 Recovery of Overpayment & Enforcement of Judgment ☐ 151 Medicare Act ☐ 152 Recovery of Defaulted Student Loans (Excludes Veterans) ☐ 153 Recovery of Overpayment of Veteran's Benefits ☐ 160 Stockholders Suits ☐ 190 Other Contract ☐ 195 Contract Product Liability ☐ 196 Franchise ☐ 210 Land Condemnation ☐ 220 Foreclosure ☐ 230 Rent Lease & Ejectmen ☐ 240 Torts to Land ☐ 245 Tort Product Liability ☐ 290 All Other Real Property ☐ 290 All Other Real Property	PERSONAL INJURY 310 Airplane 315 Airplane Product Liability 320 Assault, Libel & Slander 330 Federal Employers Liability 340 Manne 345 Marine Product Liability 350 Motor Vehicle 355 Motor Vehicle 7355 Motor Vehicle 7360 Other Personal Injury 860 Other Personal Injury 460 All Personal Injury Medical Malpractice 441 Voting 442 Employment 443 Housing Accommodations 445 Amer w/Disabilities Employment 446 Amer w/Disabilities Other 3448 Education	PERSONAL INJURY 365 Personal Injury - Product Lability 1367 Health Care/ Pharmaceutical Personal Injury Product Liability 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY 370 Other Fraud 371 Truth in Lending 380 Other Personal Property Damage 385 Property Damage 385 Property Damage Product Liability PRISONER PETITIONS Habeas Corpus: 463 Alien Detainee 510 Motions to Vacate Sentence 530 General 535 Death Penalty Other: 540 Mandamus & Other 550 Civil Rights 555 Prison Condition 560 Civil Detainee - Conditions of Confinement	☐ 625 Drug Related Seizure of Property 21 USC 881 ☐ 690 Other ☐ 710 Fair Labor Standards Act ☐ 720 Labor/Management Relations ☐ 740 Railway Labor Act ☐ 751 Family and Medical Leave Act	☐ 422 Appeal 28 USC 158 ☐ 423 Withdrawal	375 False Claims Act 376 Qui Tam (31 USC 3729(a)) 400 State Reapportionment 410 Antitrust 430 Banks and Banking 450 Commerce 460 Deportation 470 Racketeer Influenced and Corrupt Organizations 480 Consumer Credit 490 Cable/Sat TV 850 Securities/Commodities/Exchange 890 Other Statutory Actions 381 Agricultural Acts 893 Environmental Matters 895 Freedom of Information Act 896 Arbitration 899 Administrative Procedure Act/Review or Appeal of Agency Decision 950 Constitutionality of State Statutes			
▼1 Original □ 2 Re	moved from T 3 tte Court Cite the U.S. Civil Sta	Appellate Court	Reopened Anothe (specify filing (Do not cite jurisdictional sta	tutes unless diversity)				
VI. CAUSE OF ACTION	ON Title VI of the Civ Brief description of ca Sexual Harassma	ause	4, ("Title VII"), 42 U.S.C. S	ection 2000(e), et seg				
VII. REQUESTED IN COMPLAINT: OBSCULT THE BASE OF THE STATE OF THE STA			DEMAND \$ 100,000 00	CHECK YES only JURY DEMAND	1 / '			
VIII. RELATED CAS	E(S) (See instructions)	UDGB		DOCKET NUMBER	NOV 13 2019			
11/13/2019 FOR OFFICE USE ONLY		ATGNATURE OF ATTO	DRNEY OF RECORD		NUV 13 ZUIS			
	MOUNT .	APPL YING IFP	JUDGE	MAG JUT	OGF			

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UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

19

5354

DESIGNATION FORM

(to be used by counsel or pro se plaintiff to indicate the category of the case for the purpose of assignment to the appropriate calendar)

Address of Plaintiff: 1255 Eaton Avenue, Bethlehem, PA 18118						
Address of Defendant: 15200 Kutztown Road, Kutztown, PA 19530 and Unknown						
Place of Accident, Incident or Transaction: 15200 Kutztown Road, Kutztown, PA 19530						
RELATED CASE, IF ANY:						
Case Number: Date Terminated:						
Civil cases are deemed related when Yes is answered to any of the following questions:						
1. Is this case related to property included in an earlier numbered suit pending or within one year previously terminated action in this court?						
2. Does this case involve the same issue of fact or grow out of the same transaction as a prior sust yes No pending or within one year previously terminated action in this court?						
 Does this case involve the validity or infringement of a patent already in suit or any earlier numbered case pending or within one year previously terminated action of this court? 						
4. Is this case a second or successive habeas corpus, social security appeal, or pro se civil rights Yes No V						
1 certify that, to my knowledge, the within case this court except as noted above. DATE 11/13/2019 70184 Attorney 1 D 8 (if applicable)						
CIVIL: (Place a v in one category only)						
A. Federal Question Cases: Indemnity Contract, Marine Contract, and All Other Contracts						
A. Federal Question Cases: 1. Indemnity Contract, Marine Contract, and All Other Contracts						
A. Federal Question Cases: 1. Indemnity Contract, Marine Contract, and All Other Contracts						

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IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

APPENDIX C

CASE MANAGEMENT TRACK DESIGNATION FORM
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19

5354

Raiza Williams

Plaintiff,

V.

Kutztown University and John Nadolski

Defendants

Defendants

CIVIL ACTION

NO.

In accordance with the Civil Justice Expense and Delay Reduction Plan of this court, counsel for plaintiff shall complete a case Management Track Designation Form in all civil cases at the time of filing the complaint and serve a copy on all defendants. (See § 1:03 of the plan set forth on the reverse side of this form.) In the event that a defendant does not agree with the plaintiff regarding said designation, that defendant shall, with its first appearance, submit to the clerk of court and serve on the plaintiff and all other parties, a case management track designation form specifying the track to which that defendant believes the case should be assigned.

SELECT ONE OF THE FOLLOWING CASE MANAGEMENT TRACKS:

Civ. 660) 7/95		Attorney for Raiza	Williams
		Kevin I. Lovitz, Esquire	
Date		Attorney-at-law	
11/13/2019	(f)	Standard Management Cases that do not fall into any one of the other tracks.	
	(e)	Special Management Cases that do not fall into tracks (a) through (d) that are commonly referred to as complex and that need special or intense management by the court. (See reverse side of this form for a detailed explanation of special management cases.)	
	(d)	Asbestos Cases involving claims for personal injury or property damage from exposure to asbestos.	
	(c)	Arbitration Cases required to be designated for arbitration under Local Civil Rule 53.2.	
	(b)	Social Security Cases requesting review of a decision of the Secretary of Health and Human Services denying plaintiff Social Security Benefits.	
	(a)	Habeas Corpus Cases brought under 28 U.S.C. §2241 through §2255.	

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Case 5:19-0

IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

19

5354

RAIZA WILLIAMS.

Plaintiff,

CIVIL ACTION

٧.

No:

KUTZTOWN UNIVERSITY, and

JOHN NADOLSKI

JURY DEMAND

Defendants

PLAINTIFF AND JURY DEMAND

I. INTRODUCTION

Plaintiff, Raiza Williams, files this claim against Defendants, Kutztown University (hereinafter referred to as "Defendant University") and Defendant, John Nadolski (hereinafter referred to as ("Nadolski"), seeking prospective injunctive relief upon causes of action whereof the following are a statement:

- 1. This is an action for a prospective injunctive relief pursuant to the *Doctrine* of *Ex Parte Young*, on behalf of Plaintiff, a former employee of Defendant Kutztown University ("Defendant University"), who has been harmed by the Defendants' harassing and discriminatory employment practices.
- 2. This action also arises against Defendant University under Title VII of the Civil Rights Acts of 1964 ("Title VII"), 42 U.S.C. §2000(e), et seq., as amended by the Civil Rights Act of 1991 at 42 U.S.C. §1981(a), and under The Age Discrimination in Employment Act, 29 U.S.C. §621 et seq.

II. JURISDICTION AND VENUE

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- 3. The jurisdiction of this Court is invoked pursuant to Title 28 U.S.C. §1331, Title 42 U.S.C. §2000e-5(f), the Age Discrimination in Employment Act, 29 U.S.C. §621, et seq., and the *Doctrine of Ex Parte Young*, which provide for original jurisdiction of Plaintiff's claim arising under the laws of the United States and over actions to secure equitable and other relief under the appropriate governing statutes.
- 4. The venue of this Court is invoked pursuant to the dictates of Title 28 U.S.C. §1391(c).
- 5. The supplemental jurisdiction of this Court is invoked pursuant to 28 U.S.C. §1367, to consider Plaintiff's claims arising under the Pennsylvania Human Relations Act, 43 P.S. §951, et seq. ("PHRA").
- 6. All conditions precedent to the institution of this suit have been fulfilled.

 On September 5, 2019, a Notice of Right to Sue was issued by the Equal Employment

 Opportunity Commission ("EEOC"). This action was filed by the Plaintiff within ninety

 (90) days of receipt of said notice. The Plaintiff has exhausted all other jurisdictional prerequisites to the maintenance of this action.

III. PARTIES

- 7. Plaintiff, Raiza Williams, is an individual and citizen of the Commonwealth of Pennsylvania who resides therein at 1255 Eaton Avenue, Bethlehem, Pennsylvania.
- 8. Defendant, Kutztown University, was and is now an institution of higher learning duly organized and existing under the laws of the Commonwealth of Pennsylvania, with an address of 15200 Kutztown Road, Kutztown, Pennsylvania.

- Defendant, John Nadolski, is an individual and citizen of the
 Commonwealth of Pennsylvania who resides therein at an undetermined address. At all
 times relevant hereto, Nadolski was the Comptroller of the Defendant University.
- 10. At all times relevant hereto Defendants were acting through their agents, servants, and employees, who were authorized and acting within the scope of their authority, course of employment, and under the direct control of the Defendants.
- 11. At all times material herein, the Defendants have been a "person" and "employer" as defined under Title VII, the ADEA and the PHRA, and are subject to the provisions of each Act.

IV. STATEMENT OF CLAIMS

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- 12. Plaintiff was employed by the Defendant University as a Physical Technician from on or about September 10, 200,1 until on or about October 24, 2017, when she was constructively terminated from her employment.
- 13. During the course of her employment, Plaintiff performed her job functions with Defendant University in a dutiful and competent manner.
- 14. At the end of May, 2017, Plaintiff was told by her Manager, Defendant, Nadolski, Comptroller of Defendant University, that she was "temporarily" being transferred into the Accounts Payable office. As a result of that move, many of the Plaintiff's job functions were likewise removed from her.
- 15. Plaintiff registered several complaints with Defendant, Nadolski that she believed that the transfer was improper and ill motivated.
- 16. On or about October 4, 2017, Defendant, Nadolski informed Plaintiff that her position had been "closed" and that she was going to remain working permanently

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in the Accounts Payable office. As such, Plaintiff was effectively demoted from her former position of employment without reason or explanation.

- 17. At or about that time, Plaintiff also learned that a similarly-situated younger Caucasian employee, Alyssa Achey ("Achey") (age 25), was promoted to the position of Supervisor. The Plaintiff was not offered any opportunity to apply for this position in that it was not publicly posted.
- 18. Moreover, Plaintiff was substantially more experienced and qualified than Achey for the said position in that she had 16 years of experience with Defendant University as compared to Achey's two (2) years of experience. Furthermore, Plaintiff attained a Bachelor's Degree in May, 2016, while Achey merely had a high school diploma.
- 19. In addition, throughout the course of Plaintiff's employment, she was subjected to various discriminatory and derogatory remarks regarding her race (Hispanic).. all of which conduct created a hostile and intolerable working environment.
- 20. In connection thereto, Plaintiff was criticized for speaking Spanish in the office on several occasions by her co-workers, and was subjected to other derogatory remarks from her colleagues. On one such occasion, a colleague by the name of Greg Dottor, approached her and asked her if she had a place "back home" because with Donald Trump, "one never knows."
- 21. On another occasion, Achey made a derogatory comment towards the Plaintiff to the effect that she could not pronounce a particular Hispanic name due to the fact that she was "too white."

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- 22. Plaintiff has registered several complaints with the Defendant's Management, including Defendant, Nadolski, regarding her belief that she was being subjected to a systematic pattern of racial discrimination and age-based discrimination with respect to several aspects of her employment, including her demotion, non-promotion, and the hostile working environment she was experiencing.
- 23. Plaintiff also registered a complaint with Defendant's Social Equity Office regarding the aforesaid acts of discrimination. Notwithstanding the complaints she registered, Defendant University failed to take any remedial action on her behalf or to cause the aforesaid acts of discrimination to cease and desist.
- 24. As a result of the aforesaid acts of discrimination against her, Plaintiff was forced to take a sabbatical from her position of employment on or about May 25, 2018. Plaintiff was scheduled to return to her position on or about May 19, 2019.
- 25. As a direct result of being forced to take the aforesaid sabbatical, Plaintiff lost her medical benefits and was required to exhaust her retirement monies so that her medical coverage could continue during her leave.
- 26. As a further adverse result of her taking a sabbatical, Plaintiff was informed that she was no longer able to return to her position of her employment and was therefore, constructively terminated from her employment.
- 27. Plaintiff believes and therefore avers that she was subjected to racial and age-based discrimination in the terms, conditions, and privileges of her employment, ultimately resulting in her demotion and/or denial of promotion, and in her constructive discharge, as aforesaid.

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COUNT I Title VII (Racial Discrimination) Plaintiff v. Defendant University

- 28. Plaintiff incorporates by reference paragraphs 1 through 27 of her Plaintiff as though fully set forth herein at length.
- 29. Defendant University has engaged in unlawful practices in violation of Title VII. The said unlawful practices for which Defendant University is liable to Plaintiff include, but are not limited to, fostering, and perpetuating a hostile and offensive working environment, demoting Plaintiff, and denying Plaintiff promotional opportunity, subjecting Plaintiff to retaliatory working conditions after she complained about said harassment, which resulted in her constructive dismissal from employment.

COUNT II ADEA (Age Discrimination) Plaintiff v. Defendant University

- 30. Plaintiff incorporates by reference paragraphs 1 through 29 of her Complaint as though fully set forth herein at length.
- 31. Defendants University has engaged in unlawful practices in violation of the PHRA. The said unlawful practices for which Defendant's University is liable to Plaintiff include, but are not limited to, fostering, and perpetuating a hostile and offensive working environment, demoting Plaintiff, and denying Plaintiff a promotion opportunity, subjecting Plaintiff to retaliation after she complained about said harassment, resulting in her constructive termination from employment.

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COUNT III PHRA (Race and Age Discrimination) (Plaintiff v. Defendant University)

- 32. Plaintiff incorporates by reference paragraphs 1 through 31 of her Complaint as though fully set forth herein at length.
- 33. Defendants University has engaged in unlawful practices in violation of the PHRA. The said unlawful practices for which Defendant's University is liable to Plaintiff include, but are not limited to, fostering, and perpetuating a hostile and offensive working environment, demoting Plaintiff, and denying Plaintiff a promotion opportunity, subjecting Plaintiff to retaliation after she complained about said harassment, resulting in her constructive termination from employment.

COUNT IV (Doctrine of Ex Parte Young) Plaintiff v. Defendant Nadolski

- 34. Plaintiff incorporates by reference paragraphs 1 through 33 of her Complaint as though fully set forth herein at length.
- 35. Defendant, Nadolski has engaged in unlawful practices in violation of the Doctrine of Ex Parte Young. The said unlawful practices for which Defendant, Nadolski is liable to Plaintiff include, but are not limited to, fostering, and perpetuating a hostile and offensive working environment, demoting Plaintiff and denying Plaintiff a promotional opportunity subjecting Plaintiff to more onerous working condition after she complained about said harassment; and constructively terminating her employment in retaliation for opposing her conduct.

PRAYER FOR RELIEF

36. Plaintiff incorporates by reference paragraphs 1 through 35 of her Complaint as though fully set forth at length herein.

WHEREFORE, Plaintiff requests this Court to enter judgment in her favor and against Defendants and order that:

- (a) Defendants reinstate Plaintiff her former position of employment
 with all of her benefits and emoluments of employment lost, because of their unlawful
 conduct;
- (b) Defendants pay Plaintiff's attorneys fees, costs of suit and other expenses as allowed by law;
 - (c) The Court award such other relief as is deemed just and proper.

JURY DEMAND

Plaintiffs demand trial by jury.

LOVITZ LAW FIRM

BY:

KEVIN I/LOVITZ, ESQUIRE

I.D. No. 70184

1650 Market Street, 36th Floor

Philadelphia, PA 19103 (215) 735-1996 Phone

(267)-319-7943 Fax

Attorney for Plaintiff, Raiza Williams